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## ■ Management Performance Evaluation

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The statute creating the Washington Management Service, RCW 41.06.500, calls for:

*“...a performance appraisal system that emphasizes individual accountability for program results and efficient management of resources; effective planning, organization, and communication skills; valuing and managing diversity; development of leadership and interpersonal abilities; and employee development...”.*

Performance evaluation is addressed in the WMS rules in WAC 356-56-440. The rule requires that each agency evaluate the performance of its managers during their review periods and at least annually thereafter.

The Management Development and Performance Plan (MDPP) is the new performance evaluation system that has been developed specifically for managers in Washington State government. The MDPP focuses on achievement of results and the development and exercise of those knowledge, skills, and abilities critical to managerial success.

The MDPP form and guidelines for its use are contained within this chapter. Agencies can obtain the MDPP form through Central Stores. The form and User's Guide are available on the Department of Personnel web site at <http://www.wa.gov/dop/forms/dopforms.htm>.

Agencies may tailor the MDPP to ensure that the performance evaluation system best fits the needs of the organization. If modifications are made, WAC 356-56-440 requires that emphasis still be placed on:

- Collaboration and communication between the supervisor and managerial employee;
- Planning for and assessment of results;
- Preparation of an individual development plan; and,
- Assessment of those knowledge, skills, and abilities that are critical to effective managerial performance.



# Chapter 7: Performance Appraisal

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